

2024 CALL FOR POST-DOCTORAL APPLICATIONS

INED and the iPOPs research centres are inviting applications for two post-doctoral positions:

- **1 one-year post-doctoral position** in one of INED's 11 research units
- **1 one-year post-doctoral position** in one of the six laboratories in the iPOPs LabEx network¹

The deadline for the call for applications is 1 March 2024 at 12:00 PM (noon), Paris time.
Late or incomplete applications will not be considered by the INED-iPOPs committee.

Questions can be addressed to recrutement-postdoc@ined.fr

1. Presentation of INED and the iPOPs LabEx network

Founded in 1945, the French Institute for Demographic Studies (INED) is a public research institute whose missions are to conduct research on all aspects of populations, to disseminate related knowledge, and to provide research training. INED researchers come from a broad range of disciplines: not only demography but also sociology, economics, history, geography, statistics, epidemiology and medicine. A substantial proportion of research at INED is about France, but much of it focuses on other geographical areas. In particular, INED has a long tradition of studies on the Global South.

The [iPOPs \(Individuals, Populations, Societies\) Laboratory](#), hosted and coordinated by INED, is one of the hundred winners of the French Ministry of Higher Education and Research competition for 'Laboratories of Excellence' (LabEx), as part of the first wave of the Investissements d'avenir programme, financed by the Grand Emprunt national research fund.

¹ CES : Centre d'Économie de la Sorbonne (CNRS & Université Paris 1 Panthéon-Sorbonne)

CRIDUP : Centre de Recherche de l'IDUP (Université Paris 1 Panthéon-Sorbonne)

CEPED : Centre Population et Développement (Université Cité)

SAGE : Sociétés, acteurs, gouvernement en Europe (Université de Strasbourg)

COMPTRASEC : Centre de droit comparé du travail et de la sécurité sociale (Université de Bordeaux)

CRESPPA : Centre de Recherches Sociologiques et Politiques de Paris (Université Paris Nanterre)

Training for research through research

INED and iPOPs engage in training for and through research by employing young researchers (doctoral students and post-doctoral researchers) in INED research units and those of the iPOPs partners. The policy for the employment of these researchers is based on two key principles:

- ⇒ **Post-doctoral researchers are research professionals.** As such, their activity is remunerated through a work contract (providing benefits such as social security, paid holidays and sick leave). Their research must comply with the principles set out in the French Charter for Research Integrity and with best practices in the profession (the provision of intermediate documents, regular activity reports, work plans, provisional schedules, budget plans).
- ⇒ **Post-doctoral researchers are in training, and their research is part of their career development.** As such, they receive personalized support from a research mentor. The mentor supports the post-doctoral researcher in their research and in advancing their research career.
- ⇒ **Consult the list of INED mentors:**
<https://www.ined.fr/Xtradocs/recrutements/post-doc/2024/EN/2024-list-of-ined-mentor-researchers-en.pdf>

The candidates and mentors responding to this call for applications undertake to respect the applicable principles of INED's policy on hosting researchers, which is set out in the relevant charter, available from the INED website:

- ⇒ **Consult the Charter for Hosting Contract Researchers:**
<https://www.ined.fr/Xtradocs/recrutements/post-doc/2024/EN/2024-charter-for-postdoc-contract-researchers-en.pdf>

2. Call for applications

2.1 Description of the contracts²

- **INED post-doctoral contract**

INED is recruiting a post-doctoral researcher on a one-year contract. The contract will start between **1 October 2024 and 15 December 2024** at the latest. The researcher will be hosted at INED (Aubervilliers, France) and will conduct their research in one of the Institute's research units.

- **iPOPs LabEx post-doctoral contract**

The iPOPs LabEx is recruiting a post-doctoral researcher on a one-year contract. The contract will start between **1 October 2024 and 15 December 2024** at the latest. The researcher will conduct their research in one of the iPOPs partner laboratories.

- **General terms of employment**

² The job descriptions are available on the INED website and the EU Careers website:
<https://www.ined.fr/en/institute/joining-ined/current-vacancies/>
<https://euraxess.ec.europa.eu/>

The post-doctoral contract covers only the researcher's salary and associated benefits. If additional funds are required to perform the research (for example, to fund data collection), the applicant will have to seek the requisite funding from other sources, potentially with support from INED or the host laboratory. The budget for the post-doctoral project must be evaluate and presented in the application, along with information on funding sources that the applicant intends to pursue.

All information published during the period of the call for applications and on the subsequent decisions, will be made available on the INED website at <https://www.ined.fr/en/research/post-doc/call-for-application-2024/>

Applicants and their mentors should regularly consult this page, which may be updated during the period of the call for applications.

2.2 Research themes

The proposed research project must fall within the thematic and methodological priority areas of the iPOPs LabEx: family dynamics, ageing, social inequalities, gender inequalities, generational inequalities, territorial inequalities and public policies.

With the renewal of the Labex, projects focusing on territorial disparities and the links between territories and inequalities, and those focusing on the populations of French overseas departments and regions, will be particularly welcome, without excluding other Labex themes.

⇒ For further information, consult the [iPOPs website](#).

3. Conditions of eligibility

The applicant must fulfill the following three criteria:

- Holding a PhD awarded after 30 September 2021³, or defending their PhD thesis prior to the start date of the post-doctoral contract (by 15 December 2024 at the latest) in a discipline related to the population sciences (demography, economics, epidemiology, history, sociology, etc.);
- Not having been hosted at the proposed host institution during their doctoral research for a total period of six months or more, nor have been employed by the proposed host institution for a year or more over the past three years (excluding the EDSD⁴ training course);
- A mentor who commits to supporting them throughout their period of employment. Applicants should directly contact researchers at INED or in the iPOPs partner laboratories (see the list in Appendices 1 & 2).

There are no restrictions in terms of age or nationality.

4. Mandatory information and documents

³ In accordance with Article L.412-4 of the French Research Code, which stipulates a maximum period of 3 years between the thesis defence and the signature of a post-doctoral contract (https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000042752212/)

⁴ European Doctoral School of Demography (EDSD). The months spent at INED as part of this programme do not count towards restrictions on eligibility for these positions.

All information and documents in the application must be in French and/or English.

4.1. Information and documents to be provided by the applicant

For their application to be complete, **the applicant** must:

- a) Enter all the information requested on the application platform (see section 5) under the following headings: identity, details of PhD, host institution, research project, mentor, other information, completion checks, submit application.

Applicants must fill in all fields, including a summary of their research project, a description of their funding needs (in addition to salary), and a schedule of the main phases in their research.

- b) Submit all of the following documents via the application platform:

- A curriculum vitae, including a list of publications
- A cover letter not exceeding two pages
- A research project not exceeding five pages (including bibliography). This document must include the following:
 - A presentation of the research question, objectives and hypotheses, based on a literature review
 - Presentation of methodology
 - Work plan: stages, provisional schedule, and any planned collaborations. (The work plan may include activities to publish or disseminate the researcher's thesis.)
 - Bibliography (no more than 1 page)
- Two examples of the applicant's most significant research texts (published articles, dissertation or book chapters, working papers, etc.)
- [Sworn declaration](#) (certifying the accuracy of the information provided).

4.2. Documents to be provided by PhD supervisor and the mentor

For the application to be considered admissible, two letters of recommendation are also required:

- Letter of recommendation from the PhD supervisor, including an evaluation of the dissertation. If the candidate has not yet defended their PhD thesis, the supervisor should also discuss the applicant's progress of the thesis and the awarding of the doctorate before the start date of the post-doctoral contract (15 December 2024 at the latest).
- Letter of recommendation from the mentor in the proposed host institution.

These two confidential letters should be sent **directly by their authors** before the application deadline (1 March 2024 at 12:00 PM, noon, Paris time) to the following email address: recrutement-postdoc@ined.fr.

4.3 Optional additional documents

You may also provide an additional letter of recommendation. Where applicable, this letter should be written by a researcher who has worked directly with you in your research. As with the two previous letters, it must be sent directly by the author before the application deadline (1 March 2024 at 12:00 PM, noon, Paris time) to the following address: recrutement-postdoc@ined.fr

5. Practical information

The application must be uploaded to the electronic platform; **no other means of transmission will be accepted.**

The applicant must create an account and submit their application via the following address:

<https://survey.web.ined.fr/index.php/112593?lang=en>

In case of technical difficulties with the platform, candidates must send an email to recrutement-postdoc@ined.fr with precise details of the problem (including screenshots, information on the computer and software used, etc.).

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Late or incomplete applications will not be evaluated by the INED-iPOPs committee
Any questions can be addressed to recrutement-postdoc@ined.fr

Recommendations for a successful application:

Applicants are strongly advised to finalize their applications several business days before the deadline. We also recommend that candidates discuss the status of their application with their PhD supervisor and post-doctoral mentor at least two weeks before the deadline in order to draw up a calendar for the preparation of the application, and to plan the submission of the letters of recommendation. Applicants are responsible for ensuring that these letters are submitted in time. A confirmation of receipt will be sent by email. Any application without letters of support will be deemed incomplete and considered inadmissible by the Admissions Committee. More generally, it is up to the applicant to check the completeness of their application.

Protection of personal data:

The collection of applicants' personal data is conducted in compliance with European and national data protection law. The information submitted on the call platform will be used for the purpose of managing applications, during the submissions process and after the submission of applications. Their processing is required for pre-contractual coordination between INED and the applicants.

The team managing the application process will be able to access and use the relevant information to contact applicants and supervisors as soon as this information is entered and before it is submitted: this information includes the title, first name, surname and contact details of applicants and supervisors.

You have rights under the law to access your data and obtain a copy; to complete or rectify your data; to object to the processing of your data; and to request its deletion or restriction. These rights can be exercised by emailing recrutement-postdoc@ined.fr.

After submission, your data will be stored for two years if your application is rejected and for five years if your application is successful.

This processing is formally registered in the INED CIL register under the reference 2014-CIL-0002: the INED Data Protection Officer can provide information on the details (dpo@ined.fr). You also have the right to file a complaint with the National Commission on Informatics and Liberty (CNIL).

6. Selection procedure

The selection procedure involves three phases: validity check (*recevabilité*), initial selection (*admissibilité*) and final selection (*admission*).

Validity check

The aim of this phase is to verify that the application complies with the rules set out in this call.

The team organizing the call for applications⁵ rules on the validity of the application (checking the fulfillment of eligibility criteria, compliance with the rules on the submission of applications, and the transmission of all the necessary documents and information). Only applications found to be valid are passed on to the INED-iPOPs committee for the initial selection phase.

If an applicant submits more than one application through the platform, in the absence of any additional instructions from the applicant, only the last application submitted will be examined, and the information included in the others will be disregarded.

If the initial or final selection phase brings to light information that calls into question the validity of an application, it may be declared ineligible in those phases of the selection procedure. The list of eligible applications will be available on the [INED website](#) and on the [IPOPs website](#).

Initial selection

The INED-iPOPs Selection and evaluation committee⁶ is responsible for evaluating the applications. Eligible applications are made available to all committee members. Two evaluators are appointed for each application: one from among the five elected INED researchers and the other from among the 5 external experts. The committee will sit in **early April 2024**. At the end of the deliberations, the committee will establish a ranking of initially selected (*admissible*) candidates. **The list of initially selected candidates is not public and the members of the INED-iPOPs selection and evaluation committee are asked to keep it strictly confidential.**

Final selection

A final selection committee (*jury d'admission*) consisting of representatives of the INED-iPOPs Executive Directorate⁷ will review the applications initially selected by the selection and evaluation committee. They will establish a list of successful applicants, along with a waiting list if applicable. The order of the finally selected applicants may differ from that of the initial selection.

⁵ The team organizing the call for applications ordinarily includes the INED Delegate for doctoral and post-doctoral affairs and the manager of the delegation, the head of INED's legal department, the General Secretary of INED, the IT engineer responsible for the applications platform, and representatives of the INED-iPOPs Executive Directorate (see footnote 3).

⁶ The list of members of the INED-iPOPs Selection and evaluation committee is presented on the iPOPs website at <http://www.ipops.fr/en/presentation/gouvernance/>

⁷ The INED-iPOPs Executive Directorate is presented on the iPOPs website at <http://www.ipops.fr/en/presentation/gouvernance/>

Publication of results and acceptance by the applicants

The list of admitted applicants is published [on the call site](#).

The results should be published in **the week of 15 April 2024**.

Applicants will have **four business days from the publication of the results** to accept or decline the proposed contract by email to recrutement-postdoc@ined.fr. Applicants must accept the contract themselves (mentors and unit heads are not authorized to respond on the applicant's behalf). If the applicant fails to reply within four working days, INED reserves the right to offer the contract to another applicant on the waiting list by order of merit.

Notifying the applicants

For each application submitted by the application deadline, the applicant and their mentors will receive a written reply by email in the month following the publication of the results.

If the application is found to be eligible, the applicant and their mentor will receive a summary drafted by the members of the INED-iPOPs selection and evaluation committee.

Implementing the contracts

After accepting the contract, the applicant will be asked to provide the information and documents needed to establish the contract. INED reserves the right to offer the contract to another applicant if the applicant does not supply the required documents before July 2024. Successful candidates who have not yet defended their thesis when they accept the contract will need to provide evidence of the date of their defence at least 6 weeks prior to the contract start date.

Applicants who have any difficulties finalizing their files (for example, foreign applicants) may request an extension, with justification. The INED Human Resources Department (sce-rh@ined.fr) and International Affairs Department (drip@ined.fr) are available to provide assistance. Applicants from abroad can also obtain the **Welcome booklet for foreign researchers** by emailing recrutement-postdoc@ined.fr or [from the INED website](#).

In accordance with the applicable legislation, the researcher's salary will be paid into a French bank account at the end of the month following the beginning of the contract. They will thus be asked to prepare financially for their arrival in France. The researcher is responsible for any travel and moving costs they may incur in order to take up the position – INED will not cover these costs.

Appendix 1: Mentors

For the INED contract:

The list of mentors is available here:

https://www.ined.fr/fichier/s_rubrique/15438/list.of.ined.mentor.researchers.2023.en.pdf

For the iPOPs contract:

Applicants for the iPOPs postdoctoral contract should contact the representative in the host laboratory (<https://www.ipops.fr/en>) in order to identify eligible mentors:

- **Franck Temporal**, CEPED laboratory, Université Paris Cité
<franck.temporal@ceped.org>
- **Agnieszka Rusinowska**, CES laboratory, CNRS and Université Paris I Panthéon-Sorbonne
<agnieszka.rusinowska@univ-paris1.fr>
- **Christophe Bergouignan**, COMPTRESEC laboratory, Université de Bordeaux
<christophe.bergouignan@u-bordeaux.fr>
- **Carole Brugeilles**, CRESPPA laboratory, Université Paris Nanterre
<carole.brueilles@parisnanterre.fr>
- **Alexandre Avdeev**, Director and iPOPs research representative for the **CRIDUP** laboratory, Université Paris I Panthéon-Sorbonne
<Alexandre.Avdeev@univ-paris1.fr>
- **Didier Breton**, iPOPs research representative for the **SAGE** laboratory, Université de Strasbourg
<dbreton@unistra.fr>

Appendix 2 : iPOPs LabEx partner laboratories

- **CEPED:** Centre Population et Développement (Université Paris Cité)
- **CES:** Centre d'Économie de la Sorbonne (CNRS and Université Paris 1 Panthéon-Sorbonne)
- **COMPTRASEC:** Centre de droit comparé du travail et de la sécurité sociale (Université de Bordeaux)
- **CRESPPA:** Centre de Recherches Sociologiques et Politiques de Paris (Université Paris Nanterre)
- **CRIDUP:** Centre de Recherches de l'IDUP (Université Paris 1 Panthéon-Sorbonne)
- **SAGE:** Sociétés, acteurs, gouvernement en Europe (Université de Strasbourg)